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TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

May 1992 #114

Double-Breasting Threat Curtailed

Union Scores Gains in Carhaul Contract

The "Two-Person Committee" representing the 84 local unions with carhaul members voted overwhelmingly on April 24 to endorse the carhaul contract settlement negotiated by General President Ron Carey. The likely "Yes" vote by rank and file members in May will put the contract to rest a year after it expired.

The settlement, particularly on double breasting, is a big step forward for carhaulers. Ron Carey stepped into negotiations and won a potential breakthrough, forcing the parent corporations to sign a "Work Preservation Agreement" that promises to stop double-breasted companies from expanding. If it works, the new agreement will prevent double breasting from wiping out entire terminals of Teamster carhaulers, like QAT did in Atlanta, and will shore up job security in the carhaul industry.

Officer-BA Seniority

Also important is new national language protecting the seniority of workers who take full-time positions with the union. Under previous contracts, most carhaulers who went to work for the union risked losing their job seniority. The new language can strengthen union democracy and improve representation by expanding the number of union members who can run for office and accept business agent jobs.

This proposal was put on the table twice last year, but removed by union officers on area negotiating committees who wanted to limit rank and file challenges to their jobs. The new language sets a good precedent for all Teamster contracts.

Cost of Living

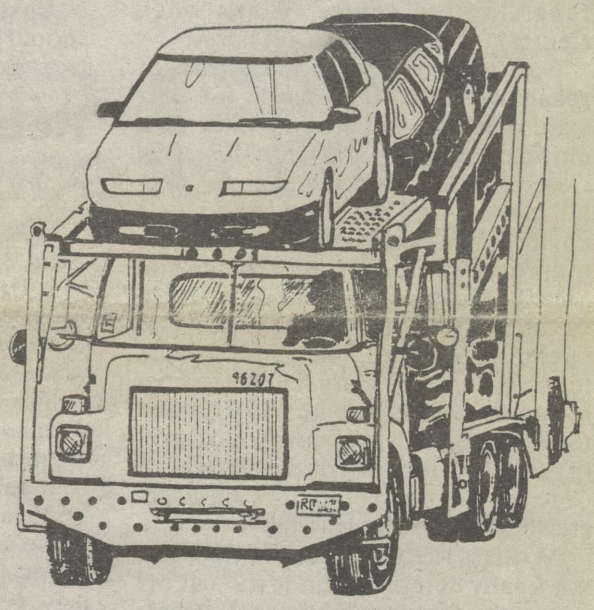
The tentative agreement includes a cost of living (COLA) clause that kicks in if inflation reaches 5% per year in the last two years of the contract. The proposal also contains none of the concessions from the previous offer, such as local-by-local bargaining and a permanent, 64% two-tier.

Out With the Old, In With the New

The new leadership's success stands in stark contrast to the performance of their predecessors. The old guard said nothing could be done to stop double breasting. Their formula for saving Teamster carhaul jobs was agreeing to massive concessions to the corporations, and lowering Teamster standards to match the competition. After nearly a year of bargaining, they still couldn't reach an agreement that the rank and file would ratify.

Hall of Shame

In fact, some union officers tried to undermine or ignore the efforts of the new leadership to win a good contract. When the IBT asked locals to help with the leafletting of Ryder rental agencies, many agreed; but others refused, raising phoney legal objections or playing ignorant. Rank and file carhaulers picked up the ball where local officers dropped it.



Harold Yates, in Minnesota, brought in a lawyer to tell Local 120 carhaulers that leafletting at Ryder could get them sued and cause them to lose their homes. Rank and filers leafletted anyway. In the East, New York and New Jersey joint council leaders Barry Feinstein and Frank Carracino showed up for a photo opportunity with Carey, but gave no help to members who called wanting to leaflet, leaving it up to the TDU chapter. Carhaulers in New York Local 917 got no help from their "leader," John Burke. Chicago carhaulers had to take

continued on page 5

New Teamsters Train Stops in Jacksonville

Campaign to Amend Bylaws in Local 512 Wins by Landslide

Submitted by
New Teamsters in Jacksonville

The largest crowd of Teamsters ever to attend a Jacksonville Local 512 general membership meeting voted overwhelmingly on April 18 to approve five amendments to their bylaws. The turnout of 325 was particularly surprising considering it was held on Easter weekend, but it was also an indication of the determination of this crowd. One member even checked out of a hospital to attend the meeting. Another traveled 50 miles with a kidney infection, against his doctor's advice, to cast a vote for the amendments.

The amendments, which were vigorously opposed by the local leadership, were one of the most comprehensive reform packages ever to be passed in a Teamster local. They made it clear that democratic rule will govern the affairs of the local. They also sent a message to the local leadership that the union treasury would not be used as a personal fund. This landslide victory can best be summed up by CCI driver David Taylor, who said, "It shouldn't come as any surprise to anybody. We cleaned house in Washington; all we did here was sweep the porch."

The amendments passed by margins as wide as 248 to 68, but no less than 227 to 89. All were well over the two-thirds vote necessary to win. The five far-reaching amendments will have the following impact:

- The principal officer was changed from secretary-treasurer to president.
- Instead of having the principal officer hiring and firing BAs, organizers and employees of the local, it will be the duty of the executive board. This will prevent the executive board from being controlled by an officer who has control over the purse strings.
- The salaries, benefits and expense

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What Is This Rabbit Up To?

See page 8.

Teamsters for a Democratic Union
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Cat Strike Shows Unions Must Change

More than 12,000 striking Caterpillar workers returned to work on April 15 after five months on the picket line. The United Auto Workers (UAW) called an end to the strike in the face of Cat's threats to permanently replace the strikers. The corporation has implemented its Feb. 19 final offer, which is inferior to the heavy-equipment industry pattern set during negotiations between the UAW and Deere & Co. last October. Bargaining continues between the union and Cat as the workers resume their jobs.

In an editorial in the May issue of *Labor Notes*, "The Rules Have Changed; Our Unions Must Change, Too," editor Jim Woodward points out that since Ronald Reagan fired the air traffic controllers in 1981, no longer are strikes "wars of attrition" in which, "Companies closed down. Workers sat at home. And everyone waited until the strike hurt one side or the other too much." Since 1981 the rules have changed. Woodward likens the change to the changes in battlefield tactics during the 19th century.

"Large armies used to fight wars on the battlefields of Europe by standing in the open and shooting at each other at close range. But when new tactics were introduced, the old rules of warfare became a prescription for suicide.

"And yet, some armies didn't seem to realize that anything had changed. The British were mowed down by a ragtag band of volunteers in the Battle of New Orleans because they marched in formation through the Louisiana swamps playing their drums and bagpipes.

Union Solidarity

"Like the British army, the ranks of the American labor movement are being decimated because our leaders have not understood the new rules of labor relations. ...

"Fortunately, there's an alternative model: The Pittston strike was run by a union (the United Mine Workers) that was not afraid to take big chances when it had to. A union which was willing to use all its resources and ask for help from other unions and the broader community. ... It's not any one tactic the Pittston miners used that was key, but their overall approach. They were daring and creative. ... They pulled off dramatic actions to inspire their supporters. ... In short, they turned their strike into a cause.

"New tactics do not guarantee victory. But the old ones guarantee defeat."

Central States Plays God With 10-Year-Old Accident Victim

Young Gary, the 10-year-old son of a Teamster carhauler in Ohio, was hit by a drunk driver in December. The accident left Gary barely alive, with severe internal injuries, and partially paralyzed. After a few weeks in the hospital, his condition was stable enough that he could be moved to a rehabilitation center. That's when Central States began to get bossy.

Gary's parents contacted dozens of rehab centers to find one in the next state that was prepared to work with children with spinal injuries. But Central States objected that the center chosen was not "the least costly environment possible." Central States eventually OK'd the center, but in late March threatened to cut off coverage because it thought Gary was not spending enough time in physical rehab each week. Gary had had a host of complications, and he had to be fed through a tube to keep him from starving. But someone in an office in Chicago was decreeing how much exercise he should be getting.

As this is written, Central States has not finally determined if it will cut off coverage. Gary's parents are determined that they and Gary's doctors, not the Central States fund, will decide how best to help him heal. The health and welfare fund should be a partner in that effort, not an obstacle.

For-profit health plans often decree when a patient is well enough to end treatment, because the insurance company's bottom line rules. But we should be able to expect more humane treatment from our union H&W fund.

N.C. Governor's Safety Hotline

Following the Sept. 3 deadly fire at the Imperial Food Products plant in Hamlet, N.C., the governor initiated a safety hotline: 1-800-662-7952. The hotline is too late for the 25 workers killed and 56 injured at the plant. But a grand jury has indicted owner Emmett J. Roe on 25 counts of manslaughter.

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Rebuild Strength in Construction

Jack M. Lowe
Local 38, Everett, Wash.

I just finished reading the March issue of *Convoy Dispatch* and could not find one article in regard to Teamster construction. Either conditions are a lot better in other regions or we've all but given up hope.

I've been a construction driver/warehouser since my TDU days in the '70s when we still built nuclear sites. I thought it was a struggle then, but had no idea things could ever get this bad.

We've got union construction contracts in the Seattle area where the drivers are working at the federal minimum wage. I've seen half-billion dollar projects in this area where our craft was not represented. Right now I'm working on the largest private contract in the world, at present, where we have less than 10 Teamster driver/warehousers.

We have operators pulling wagons, laborers and electricians all over the trucks, and even pipefitters on forklifts. We get these damned regional and national agreements jammed down our throats without a vote, but when we approach regional or national representatives, they tell us it's a local issue.

These other crafts hate us out here. They're tired of hearing about Mafia, and sick of seeing Teamsters driving through pickets.

We need to get the word to our representatives that we can't have the Teamster name on any more scab contracts. We need to open some channel of communication of complaints between bargaining-unit members and mid-level representatives. And mostly we need to rekindle that assertiveness of jurisdiction we once had, as these other crafts despise our weakness.

How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

Washington Office: 2000 P St., N.W., Suite 702, Washington, D.C., 20036. (202) 785-3707.

Western Organizer: Gail Sullivan, 5337 College Ave., Suite 458, Oakland, Calif. 94618 (510) 658-7159.

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Dan Campbell, Saginaw, Mich., Local 486
Diana Kilmury, Vancouver, B.C., Local 155
J.C. Thomas, Memphis, Tenn., Local 667

Organizer:
Ken Paff, Detroit

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Patricia McIntosh, Chicago Local 743
Gordy Teller, Seattle Local 741

Members:
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Joe Fahey, Watsonville, Calif., Local 921
Neal Henderson, Boston Local 25
Debra McBride-Smith, Charlotte, N.C., Local 71
Big John McClain, Houstont, Texas, Local 988
Michael Ruscigno, New York Local 138
Rick Sather, Minneapolis Local 638
Rick Smith, Atlanta Local 728
Candy Workman, Sacramento, Calif., Local 150 spouse

Alternates:
David Dethrow, St. Louis Local 688
Dave Kapitula, Wilkes-Barre, Pa., Local 401
J. Anthony Smith, Washington, D.C., Local 639

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 17-member International Steering Committee was elected in October 1991 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

THE NEW TEAMSTERS UNION

Multiple Salaries Falling

Many International Reps Dismissed

A majority of the International reps were dismissed by Teamster President Ron Carey at the beginning of April. Of the approximately 30 who were terminated, most of them were receiving their International paycheck as a multiple salary, and hold other posts. Under the old IBT administration, most International rep positions were not a job, just an extra salary.

Several heads of joint councils, including Luther Watson of Tennessee, Larry Brennan of Michigan, Barry Feinstein of New York, Harold Yates of Minnesota and Jerry Cook of Georgia are no longer on the IBT payroll.

Ron Carey has pledged to rid the International payroll of those drawing multiple salaries, and bring in new representatives with a new perspective.

Sansone Removed, Sasso Resigns, Ligurotis Charged

Bobby Sansone, the president of St Louis Joint Council 13, was removed from Teamster office by Judge Frederick Lacey in March for failing to act against the organized crime ties of his former vice president. The decision is stayed pending its approval by Judge Edelstein.

Bobby Sasso, the president of New York Local 282, made a deal prior to his hearing before Judge Lacey to leave the Teamsters union. The secretary-treasurer of Local 282 made a similar deal.

Dan Ligurotis, head of Chicago Joint Council 25, who awaits trial on charges of murdering his son, has also been charged by Teamster investigations officer Charles Carberry. The charges include taking money from the Chicago Local 705 pension and H&W funds, breaches of fiduciary duty, and bringing a gun into the union hall (in connection with the death of Dan Jr.).

National Freight Grievance Panel

The national freight grievance panel met recently and began to deal with a backlog of grievances and problems. Newly elected IBT vice presidents Sam Theodus, Doug Mims and acting freight director Dennis Skelton have been added to the panel.

Some old guard officials have been removed, including Jack Yager of the Central Conference. However, a number of the former members of the national grievance committee have been retained, including Tiny Lushbaugh, George Ayers, George Rohrer, Archie Murietta, Jim Roberts, Billy Patrick, John Neal, Harold Yates, Red Fularczyk, Ray Cash and Frank Wsol.

A number of active freight members have voiced concern over the retention of the bulk of the old-guard personnel (see page 4). International officers have suggested the situation is not permanent, and that the panel has already made some positive headway.

IBT Sells Jets, Limo

Following through on a promise he made at his inauguration, Ron Carey has sold the two luxury jets owned by the IBT, previously used by William McCarthy and Weldon Mathis. The approximately $11 million paid for the planes will now be used to benefit the membership. Also, the stretch limousine owned by the IBT was sold as well. The era of jet-setting has ended for our International.

The Carey administration estimates that the sale of the jets will save up to $2 million annually in maintenance, hanger fees, fuel, pilot salaries, etc. Commercial air travel will cost only a small fraction as much.

1992 TDU RANK & FILE CONVENTION

OCTOBER 23-25
ST. LOUIS

Carberry Charges Former IBT Candidate:

Ligurotis Stole From Local 705

Dan Ligurotis, secretary-treasurer of Chicago Local 705, on April 2 was charged by Teamster investigations officer Charles Carberry with taking $120,000 from the local union to pay back money he had illegally gotten from the local's health and welfare and pension funds. The local was eventually repaid, but without interest; and Ligurotis made the payments by raising his own salary in violation of the local's bylaws.

In 1986 and 1987, Ligurotis received a total of $120,000 from Local 705's H&W and pension funds, as salary for his work there as "administrator." But it's illegal to be paid salary by a union benefit fund if you're already on the union's payroll. So the Department of Labor told Ligurotis he was going to have to repay the money to the funds. What's a good union official to do?

Ligurotis knew what to do. In February 1988 he unilaterally raised his own salary $77,000 per year, retroactive for five months. The "back pay" went directly into his pocket—about $20,000. Neither the local executive board nor certainly the union's members were informed or consulted about Ligurotis' little raise.

But the DOL was still bothering Dan to actually repay the benefit funds. So Ligurotis didn't draw the full amount of the raise he'd given himself, and told the local's accountant that the difference was to be partial payment for the money he owed the funds. The DOL forced Ligurotis to pay up before his "salary reduction" added up to what he owed, so he just wrote checks on the local's account for the full amount. Even if his salary increase was legitimate, this amounted to an interest-free loan.

Dan Ligurotis got caught ripping off his pension and H&W funds, so he ripped off the local to pay them back. One shudders to think what a man with this kind of fiscal responsibility would have done as IBT secretary-treasurer if he had won the election!

Ligurotis was also charged with rehiring BAs who had been convicted of extortion and arson, in violation of federal law, and with two other misdeeds, including possession a loaded handgun on union premises. The gun was used by Ligurotis on Aug. 21, 1991, to kill his son in the basement of the Teamster City union hall (see article above).

Mathis Bags $1.26 Million

Weldon Mathis, former IBT secretary-treasurer, had a golden parachute to soften his fall from power last year. The so-called "Equity Plan," created by the GEB in October 1982 to funnel added pension benefits on top of the already lucrative "Family Plan" into the pockets of IBT officials, paid the retiring Mathis $1,268,322 in a lump-sum benefit. Mathis opted to retire after the IBT Convention rather than face the first-ever direct membership vote.

Another recent "retiree," former International VP Joseph Trerotola, got "only" $285,351. Joe T chose to retire last year rather than face corruption charges before Judge Lacey. This just goes to show, corruption doesn't pay.

Central States Board Has Chance for Change

Three of the four old-guard Teamster officials on the Central States board of trustees have retired or are on the way out of our union. But they may keep their positions as trustees, anyway. That would leave Jerry Cook as the only active Teamster official on the Central States board. The three potential "retiree" trustees are Harold Leu, Robert Sansone and Marion Winstead.

Leu is president of Local 20 in Toledo, Ohio, and ran for IBT secretary-treasurer on the R.V. Durham slate. He announced on April 15 that he is stepping down immediately as president but will stay on as a "consultant" to the local until the end of the year. He told the *Toledo Blade* that he would like to remain on the Central States board. "It would be a political tie and it would keep me involved in the Teamsters union."

Sansone, president of Local 682 and Joint Council 13 in St. Louis, was ordered in March to be removed from the union for overlooking the mob ties of the local's former vice president. If the order is upheld by federal court, Sansone will be barred for life from union office. But still he will receive several lucrative Teamster pensions.

Winstead retired from office in Louisville Local 89 in 1990, but stayed on the Central States board. He is receiving several fat pensions paid by members' dues; but when asked about his pensions, he told Local 89 members it was none of their business.

The Central States trustees have long held down pensions, serving the companies' pocketbooks better than retirees' needs. The union trustees each have multiple pensions, and they haven't been in touch with what members' needs are.

It's clearly time for some changes on the Central States board, which consists of four Teamster reps and four employer reps. In the past, Teamster reps have been appointed by the Central and Southern Conference policy committees, which are controled by the old guard. What will happen in the future on control of these vital appointments is an open question at this point.

Jack Yager is the chairman of the Central Conference policy committee, and Jerry Cook heads the Southern. Cook ran for VP on the Durham slate and has four pensions lined up to collect when he retires.

Teamsters have made clear with their petitions, their letters and most of all their votes last December that they want a change in leadership at the Central States fund. But that change is not automatic with the Carey election win.

New Video Release!

Did You Miss the '91 IBT Convention?

Now you can bring the proceedings to your TV screen. "Five Days That Shook the Teamsters," a two-hour video by TDUer Matt Micka, features highlights of the historic convention in Orlando, Fla.

Send $20, plus $3 for shipping, to Matt Micka, c/o Minnesota TDU, P.O. Box 40131, Industrial Station, St. Paul, Minn. 55104.

FREIGHT NEWS

IBT VP Doug Mims

Grievance Procedure Reform a Major Priority

Doug Mims is a newly elected International vice president for the Southern Conference, and has been appointed the Conference Director by Ron Carey and the General Executive Board.

Doug joined TDU in 1984 and has been a pioneer and leader in the struggle to reform the Teamsters union since then, campaigning for the Right to Vote, better contracts, and a stronger union. He joined with Don Scott and many others in the Atlanta TDU chapter to mount a successful campaign in 1990 within Local 728 to unseat the Mathis family. He was one of the first candidates added to the Ron Carey Slate, and in December, he easily won a seat on the General Executive Board.

Doug's wife, Joyce Mims, has also been a leader in the reform movement. On Feb. 1, she had the honor of introducing Ron Carey at the inauguration of officers in Washington, D.C.

We asked Doug to comment on how it feels to have come this far, and how the first three months in office have gone.

Actually, I do not consider myself a pioneer. I saw my union come apart, and become corrupt, and I found people who were standing up and doing something about it. I joined with them to do my part, and that's what I'm still doing.

I see myself as a trade unionist that believes that with a little faith, and a little help from others, we can correct the wrongs and get this union moving forward.

TDU is one of the major reasons that trade unionism is where it is today in the Teamsters union. Without TDU's help I would not be sitting where I am today. I owe a lot to many fine people.

I see a few small-minded officials—a very few—who wear buttons that say "TDU sucks." These are people who do not believe in democracy, they seem to be throwbacks to the dinosaur age. Some people are changing, but a few are not, and probably won't until they're out of office.

But it feels really good to be part of this great change in our union. And it's only the beginning. We need to learn to pull together, and put our energy into what needs to be done.

Grievance Machinery ... No. 1

My biggest goal right now concerns changing the grievance machinery. It has got to be totally realigned here in the Southern Conference, and elsewhere also. That's number one on my agenda, and it's what I hear from the members every day. The grievance procedure has to represent the members, not the companies.

If we can accomplish that major change, a lot will start to fall into place. Members will have more faith in their union. Organizing will become easier, and move to the top of the agenda. We will be able to move where we want to go. But we have to change the grievance machinery first.

Yellow Freight ... Bad Faith

An important challenge we've just faced is the discussion with Yellow Freight over a short-haul rider to the contract. We agreed to meet with Yellow and negotiate under certain conditions, and we did so. They walked out. I think they did not intend to

continued on page 5

Open Letter to Carey on National Freight Grievance Committee

Dear Brother Carey,

I would like to take this opportunity to thank the new GEB for its tireless efforts. The successful approaches taken to obtain a decent carhaul contract, the thwarting of the raid on Northwest Airlines and, most recently, the straightforward dealing with Yellow Freight's attempt to establish a "second-class" regional carrier system are evidence of the efforts the New Teamsters are making.

It is with great concern that I find it necessary to write this letter. I have recently been advised of the appointments to the National Freight Grievance Committee (see page 3) and I find the majority of them to be the very people that have served on this committee for many years.

My concern, and the concern of the many rank and filers that have expressed their opinion to me, is that these individuals represent the "business as usual" Teamster officials that have plagued this great union for years. Many of these officials bear direct responsibility for the failure to enforce even give-away contracts.

Time after time, grievances are lost which affect our daily working conditions, and the responsibility must be borne by those who serve on the National Grievance Committee, and who by virtue of this appointment exert great influence on the lower level committees.

I am aware of the almost insurmountable difficulties being faced by the new International leadership and the intent of this correspondence is not to throw yet another problem into your lap. It is, rather, to suggest a simple way to start the process of affecting change in the freight division and mobilizing rank and file power.

I would propose that two rank and file members from each conference be appointed to the National Freight Grievance Committee. This would accomplish a two-fold purpose.

One: The existing officials would receive a subtle, but clear, message that the union is indeed clearly committed to real change.

Two: Rank and file participation in such committees would provide the membership with a clear-cut understanding of negotiations and interpretation of contract language, enabling the membership to closely identify and involve themselves in these procedures.

These ideas are not new. They were outlined in your recent campaign. I think this modest approach would not only fulfill a campaign promise, but the monetary expense to the International would be nominal.

Thank you for taking your valuable time to once again listen to the concerns of the rank and file. I have had numerous contacts with International officials in the past few weeks that would not have been remotely possible in the past, and this alone encourages me to pass on to my brothers and sisters that this is indeed the start of a New Teamsters Union. At least today, I can say, "I'm proud to be a Teamster!"

Fraternally, and in solidarity,

John G. Platt
Shop steward, Local 150
Delegate, 1991 IBT Convention

Yellow Walks Out of Negotiations

Ron Carey and the IBT freight negotiating committee on April 15 met with top management of Yellow Freight, but within hours Yellow walked out of the talks that it had initiated. Yellow was seeking a short-haul rider to the NMFA.

Yellow claimed that Carey's comments to the press showed that he had a "closed mind" and ended negotiations. Carey had told the *Journal of Commerce* that the IBT is not about to give concessions to Yellow, and also that he would "work like hell" to get Yellow back under the united NMFA.

Prior to walking out, management issued an ultimatum for the union to immediately accept Yellow's demand for a new-hire scale of 70%-80%-90% over three years, or immediately submit Yellow's first offer to the membership.

Following the breakdown of the talks, in which Yellow had demanded concessions, management at Yellow stated they will abandon plans to open short-haul operations.

(See also comments above by International VP Doug Mims regarding the Yellow talks.)

Freight Lines

CF Change of Operations Delayed.

The multi-conference change of operations requested by CF on March 13 was put on hold by the union side of the committee on April 23 at the hearing in Chicago. The union committee and locals involved had too many problems with the proposal, including bids not being protected, questionable runs, too much flexibility and not enough protection of work rules, and inappropriate numbers on gaining and losing terminals. In other news, CEO Donald Moffitt said CF Inc. will turn a yearend profit in 1992. He reported that profit at CF Motor Freight is up 70%, and predicted that Emery will start turning a profit sometime in the fourth quarter.

Report on '91 Profits Shows a Decline.

An ICC report on March 31 comparing 1991 fourth quarter and yearend financial results of 100 large common carriers with 1990 results showed an increase in volume and revenue, but a drop in operating and net profits. The yearend comparisons were as follows: volume rose 3% and revenues 3.1%; operating profit dropped 19.7% and net profit after taxes 27.2%. Although profits were down during the depths of the "recession," the industry did turn a profit. The operating ratio for 1991 was 96.8 compared with 95.9 in 1990; net profit margin for 1991 was 1.4 cents compared with 2 cents in 1990. UPS was not included in the analysis.

CARHAUL NEWS

Union Makes Gains in Contract

continued from page 1

the initiative when Local 710 officers played ignorant. In Atlanta, Jerry Cook did nothing, so rank and filers from locals 528 and 728 organized leafletting themselves.

Worst of all was Local 579 principal officer Brendan Kaiser, who wrote a letter to the International declaring that bargaining over double breasting was illegal, that his local would not strike, and then posted it in the Janesville, Wis., terminals. The companies made copies and distributed them all over the country. In Louisville, Ky., carhaulers were given copies with their paychecks. Copies were posted in Phoenix. In New Mexico, Local 492 President Bob Younger told his members that he agreed with Kaiser's letter, and that he refused to participate in the Ryder campaign.

Despite the backstabbing, the International rallied the best of our members and officers, and launched a new program for carhaul negotiations. When the corporations saw a union leadership that was willing to hit back with a corporate campaign and threaten a strike, they started to actually bargain.

This contract is not perfect. The new leadership took over a year into negotiations, after the old guard had already made deals with the employers. Rather than starting fresh, the new leadership had to dig themselves out of a hole that was created before they got there. Even more important, after years of misleadership under the old IBT, the membership was not organized and united in a way that we needed to be. That is one of our most important upcoming jobs.

No contract is any good without enforcement. In the past, enforcement has been weak, relying on a kangaroo-court grievance procedure and a weak national leadership. That's why we pushed for the right to strike on grievances, like Master Freight has, as a last resort. We didn't win that demand this time, although the union left it on the table until the very last minute. It can be raised again in the future.

Meanwhile, we should look to the new IBT leadership to reform the grievance machinery with fairer rules for hearings, panel members who will enforce the contract, more information for members on panel decisions and proposed competitives, etc. While these changes may take time to implement and perfect, an International leadership that is committed to protecting the interests of union members will go a long way toward forcing the corporations to abide by the contract.

Enforcement begins on the shop floor. Because of poor enforcement for 15 years, a "cut-your-own-deal" attitude is widespread among members and sometimes between locals. Right now, we will face a management counterattack of writeups and mileage cuts to get us back on our knees at the dispatch window. Rank and file members and shop stewards have to push our contract rights. We have to back our stewards. If you don't have good stewards, now is a good time to petition for new elections. By pushing hard, with a new leadership at the top, we can make a dramatic difference in how our contract is enforced.

More Tricks Up Their Sleeves

Let none of us be fooled into thinking that the corporations have had a sudden change of heart, and are now trustworthy and upstanding. They intend to keep coming after us every way they can. The union has apparently beaten back their double-breasting attack, but they have more tricks up their sleeves. Watch out for brokerizing the industry as their next tactic. If we stay vigilant and organized we can protect our union and our jobs, but it will be a fight every step of the way.

'No' Vote Recommended on Driveaway

Despite approving the rest of the carhaul contract, the "Two-Person Committee" on April 24 voted to reject the Central/Southern-Eastern Conference Area Driveaway Supplement. The main reasons were disparity of wages between locals, a lesser increase for higher-paid workers, and a wage freeze for the highest-paid.

Another problem is that driveaway now includes nationally negotiated standards, which is good, but establishes no mechanism to narrow the wide disparity in the base wages of different locals.

The driveaway offer is the same that was made in December of last year. It was pointed out at the committee meeting that the agreement was negotiated before Ron Carey took over. He attempted to reopen bargaining on the subject but was unable to. Carey pledged to have a driveaway representative sit on the national negotiating committee next time.

Contract Copies

If you would like a copy of the proposed contract, contact your local union or call the TDU office at (313) 842-2600. Non-members of TDU should make a donation for copying and postage costs.

Highlights of the Agreement

WAGES

	1st year	2nd year	3rd year	4th year
Hourly Rates	45¢	40¢	30¢	45¢
Mileage Rates:				
Full	2¢	2¢	1.75¢	2.25¢
Running	1¢	1¢	.875¢	1.125¢
Frozen		0 .5¢		0 .5¢

COST OF LIVING

In the last two (2) years of the contract, the COLA will kick in if inflation exceeds 5%. (approximate numbers)

Inflation Rate	Hourly Rate	Running Mile	Loaded Mile
6%	14¢	0.35¢	0.7¢
7%	27¢	0.68¢	1.3¢
8%	41¢	1.02¢	2.05¢

HEALTH & WELFARE AND PENSION

6/1/91: $18 per week (45 cents per hour)
6/1/92: $12 per week (30 cents per hour)
6/1/93: $12 per week (30 cents per hour)
6/1/94: Increases necessary to match Master Freight.

SENIORITY FOR UNION BAs & OFFICERS

"Employees elected or appointed to full-time Union positions shall maintain and accumulate their seniority with the Employer. ..."

WORK PRESERVATION AGREEMENT (DOUBLE BREASTING)

"... the TNATINC, the employers, and their parent companies entered into an historic Work Preservation Agreement. The Agreement was signed not only by the signatory employers, but also by their parent companies who, in the past, have diverted the carhaulers' work. The Agreement prohibits the employers and the parent companies from subcontracting, diverting, transferring, or assigning any work which has traditionally been performed by carhaulers to non-signatory employers (double-breasted companies).

"The Agreement contains a flat prohibition on future double breasting.

"... all grievances or disputes concerning the Work Preservation Agreement (will) be submitted to expedited arbitration ... Under this procedure, we will receive a decision from an arbitrator within 60 days."

Because of a legal risk involved in displacing current employees of double-breasted companies, some employees were "red circled," and allowed to keep working. However, the Agreement includes limits on the numbers of workers the double-breasted companies can employ. For example:

QAT (Ryder) cannot employ more than 125 workers.

Strategic Transportation (Leaseway) cannot employ more than 25 workers.

Nationwide (Transco/E&L) cannot employ more than 45 workers (subject to review).

DISPLACED ATLANTA WORKERS

The carhaulers in Georgia who were displaced by QAT will return to work apparently under the full Teamster contract.

IBT VP Doug Mims

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negotiate in good faith. Perhaps they wanted us to walk out, so then they could blame the union or try to make us look bad.

Their proposal was too far out to be taken seriously. They knew we would not and could not endorse those concessions. Our side made the statement several times during the discussions, that we could not give the "flexibility" to Yellow that they were demanding. If we did, we might add some short-haul jobs at Yellow, but with the same swift stroke of the pen we would put many thousands of Teamsters out of a job at various regional carriers.

It may have gone differently—I'm sure it would have under the previous IBT leadership. Yellow developed this plan (since 1989) with that leadership in mind. But we're not about concessions.

I've gotten very positive feedback on our approach with Yellow. The membership seem very pleased with our strong stand. And the local officers that I have spoken to seem pleased or relieved also.

I have heard of a few officials who say that by not giving them the concessions they demanded, they may open up something non-union. If it would come to something like that, we intend to use everything we've got. We have Articles 29 and 32 in the contract, and I do not intend to sit back and let any company walk on our contract as several carriers did in the past. We cannot allow it.

I feel that we are on the right track in dealing with this issue, and I thank the Teamster membership for their support.

KNOW YOUR RIGHTS

Filing Unfair Labor Practice Charges at the NLRB

The NLRB exists primarily to protect workers against violations of labor law by their employers. Section 7 of the National Labor Relations Act (NLRA) states: "Employees shall have the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection ..."

The NLRB will not enforce your contract, but is supposed to enforce the Act if there is evidence to support charges that you were fired or otherwise discriminated against in retaliation for upholding your right to engage in union activities. This includes concerted activities such as organizing a union itself, filing grievances, being a strong steward, joining TDU or other intra-union caucus, attending union or union caucus meetings, or distributing union-related literature, such as petitions, flyers or *Convoy Dispatch*.

Filing an unfair labor practice (ULP) charge with the NLRB should not be used as a substitute for rank and file organizing. Rather, a ULP charge should be used to protect and bolster your organizing efforts. If you think you have an NLRB complaint, get advice before filing. Contact a labor attorney, your local, or TDU.

Grounds for Filing a ULP Charge

When the employer violates the Act, the union or any employee can file a ULP charge at the NLRB. Section 8 of the Act defines employer and union unfair labor practices. Four types of employer conduct are illegal:

- Employer interference, restraint or coercion directed against union or protected collective activity.
- Employer discrimination against employees who take part in union or protected collective activities.
- Employer retaliation for filing ULP charges or cooperating with the NLRB.
- Employer refusal to bargain in good faith with union representatives.

Charges must be filed with the NLRB regional office for your area. Forms for filing can be obtained from the regional office, or from TDU. Charges must be filed at the NLRB and served on the employer within six months of the violation.

When filling out the one-page form, it is best to give few details beyond the name and address of the person charged, the date of the incident, the section of the Act involved, and a brief description of the violation. The NLRB regional director will then assign a field examiner to investigate the case. You will be contacted by the field examiner, who will take your affidavit. This will be your opportunity to make your case. The burden will be on you to present witnesses, statements, information or other evidence.

The field examiner will prepare a report, usually within 30 days, and the regional director will decide to issue a formal complaint against the employer, work out an informal settlement between you and the employer, defer the charge to the grievance procedure, or completely dismiss the charge.

If the Board threatens to dismiss your ULP charge, it is often advisable to "withdraw" your charge rather than receive—and have the employer receive—a formal letter from the NLRB dismissing the charges. Dismissal letters are appealable to the general counsel of the NLRB in Washington, D.C., but are rarely overturned.

Issuance of Formal Complaint

A formal complaint by the Board describes the alleged violation and sets a date, usually within three to six months, and place for a hearing before an administrative law judge (ALJ). At the hearing, an NLRB attorney presents the case against the employer, but the worker (or union) can (and should) be represented by his or her own attorney. After the hearing, the ALJ issues a recommended order. Typically, this requires the employer to cease its illegal activities. In discharge cases, the ALJ may order reinstatement with seniority, full benefits, and back pay with interest.

If either side appeals, the order is reviewed by the NLRB in Washington. The Board can affirm, modify or reverse the ALJ's decision.

Deferral of Charges

As the Board turned anti-labor in the '80s, the NLRB began to expand and misuse its so-called "deferral policy." Deferral is a legal maneuver to avoid filing complaints against employers. Under this policy, the NLRB defers processing the ULP charges if the matter is also being heard in a grievance. Sometimes even when a grievance has not been filed, the Board will dictate that one should be filed and that it will defer on those grounds. You can, and sometimes should, still file charges even if the NLRB is likely to defer.

Informal Settlement of Charges

In some cases where the regional director finds that ULP charges against an employer have "merit" and where there are no monetary claims or a discharge, the employer's attorneys will quickly offer to sign an informal settlement agreement "without prejudice." For example, in a case where the employer has been ripping union or TDU literature off of general-purpose bulletin boards. The Board may actually prepare a settlement without a hearing and without your permission.

The informal settlement includes a letter in which the employer states that although it does not admit to any wrongdoing, it recognizes its employees' rights under Section 7 of the Act; also, it generally includes a "Notice to Employees" that gets posted on company bulletin boards for 60 days and which states that the employer will not engage in various listed unfair labor practices. Such informal settlements and postings are at least moral victories.

" ...and now for step seven in our grievance procedure! "

This article is a brief overview of NLRB proceedings. For advice on specific circumstances, contact TDU. Some of the material for this article was taken from labor attorney Robert M. Schwartz's book "The Legal Rights of Union Stewards." The book is available from TDU for $9.95.

Jacksonville Local 512 Bylaws Victory

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allowances of the officers and employees of the local will be set by the executive board but will require the approval of the membership.

- Severance pay packages, which in the past have stripped this local's treasury, will be limited to the vacation pay from the last year of service. Since vacation pay is a benefit, it will have to be approved by the membership.
- Members will now have the right to elect their stewards and alternate stewards. The stewards will have their dues paid by the local union. It also prevents BAs or officers from removing stewards for personal or political reasons.
- The job classification of organizer was added to the bylaws. The importance of having this position is imperative in the new Teamsters union.
- Future amendments to the bylaws will only require a simple majority instead of the current two-thirds vote.

The local's executive board must now send the five amendments to President Ron Carey for his approval.

The victory was directly attributable to a coalition of Teamsters that covered the entire local. If any one of these coalition partners would have rejected this cause, then the amendments would have failed. Rank and file from Yellow Freight made this happen. The permanently laid-off drivers from Signal Delivery Service made this happen. UPSers made this happen. Drivers and mechanics from CCI made this happen. Teamsters from TMT made this happen. Drivers and mechanics from Allied Systems made this happen. Carolina Freight rank and file made this happen. And yes, TDU made this happen.

They all showed up to vote, and as Yellow Freight dockhand Bob Beasley said, "It's a terrific victory for the members of 512."

Ronnie Greene was just as enthusiastic when he said, "The New Teamsters Union has finally arrived in Jacksonville. We need to keep showing up like this at all our union meetings, and we'll keep the New Teamsters Train rolling for all the members in Jacksonville."

If there is any question that the Teamster reform movement is alive and well in Jacksonville, let it be answered by UPSer James Klingler. When the results were certified he approached a fellow organizer of this event and said, "What's next?"

ATTEND YOUR LOCAL UNION MEETINGS!

Tacoma Local Amends Bylaws

Two bylaws amendments were adopted in March by overwhelming approval of the membership of Tacoma, Wash., Local 313. The first requires that if the executive board appoints an opening on the board, that position must go to a vote of the membership within six months. A cost argument was raised, but members said it was worth it and voted approximately 128-10.

The second amendment calls for one steward for every 15 workers, and for elections of the stewards to three-year terms. This amendment was adopted by a similar margin.

Congratulations to the TDUers and other Teamsters who worked to get these changes made.

Do You Know Your Rights?

1. **The company you work for gives you a one day suspension for misloading freight. However, you feel the mistake was in the manifest, not in your work. You can:**
   a. Take the suspension—it's only a day.
   b. File a charge with the NLRB.
   c. File a grievance and work with the steward or BA to obtain all the company records related to your case.
   d. File a grievance and wait for the BA to solve your problem.
2. **For years, you and your co-workers have been taking your 15-minute lunch breaks together. The company announces that its policy manual, written in 1932, forbids employees to take their breaks together. You have a right to:**
   a. Do nothing. It is a long-standing company policy.
   b. File a group grievance over past practice.
   c. You can't file a grievance, but you can ask the CEO of the company to revise the policy book.
   d. Write the International and ask them to solve your problem.
3. **Management brings you into their office to ask you about the defacing of the company bulletin board. You have the right to:**
   a. Refuse to go into the office.
   b. Request the presence of the union steward.
   c. Call your lawyer.
   d. Answer all of their questions or face discipline.
4. **You work in a small manufacturing plant that has its own local contract. Without prior notice, the company announces a new "reasonable suspicion" drug-testing policy for all employees. What are your rights?**
   a. The company has the right to do this under the "management rights" clause.
   b. Federal laws will not allow this invasion of your privacy.
   c. Inform the company that the union demands to negotiate over this policy and back it up with a charge at the NLRB.
   d. Wait until someone is disciplined for drug use, and then file a grievance.
5. **Your supervisor gives you a warning letter for handing out Convoys in the break room before you clock in. Did he violate your rights?**
   a. Yes, you have the right, protected under the NLRA, to hand out literature in non-work areas during non-work times.
   b. No, the company's private property rights supercede your rights.
   c. No, only official union publications with the union's letterhead can be passed out in the break rooms.
   d. Yes, you have the First Amendment right to pass out literature anywhere, anytime.
6. **You're a woman working as a clerical. You bid on a job in another department, composed of all men, that would entail some heavy lifting. Your supervisor tells you, "We can't have women doing this work, because of the potential liability to us if you're pregnant and don't know it." You should:**
   a. Realize the supervisor is right.
   b. Offer to sign a paper saying you won't get pregnant.
   c. File a harassment lawsuit.
   d. File a grievance, and file a charge at the Equal Opportunity Employment Commission (EEOC).

ANSWERS

1. c. File the grievance promptly. Your union has the right to all information necessary to investigate the grievance. It should, therefore, request, in writing, a copy of the manifest. Failure to comply could subject the company to an unfair labor practice charge.

2. b. Past practices are universally accepted by labor arbitrators as an important part of interpreting contracts. Since you have been taking breaks together for years this is clearly past practice. Filing a group, as opposed to an individual grievance, impresses upon both the company and the union its importance.

3. b. If you have a reasonable suspicion that this interview may result in discipline you have a right to a steward, *but only if you ask for one.* This is known as your "Weingarten Rights."

4. c. The company may not unilaterally institute a mid-contract rule change. It must negotiate with the union if the union requests it. If, however, the union refuses to challenge the new policy within a reasonable time of its implementation it will forfeit its right to protest it.

5. a. You have the right under federal labor law to distribute materials on your own time in non-work areas. The way to understand this rule is you cannot distribute while you are on the company's time—that would be stealing time. You cannot distribute where people are working—that would distract them from their jobs. Anything else is fair game.

6. d. Virtually all labor contracts have a non-discrimination clause protecting against discrimination due to an individual's race, color, religion, sex, age or national origin. Your union should win this grievance, but, just in case, file with the EEOC.

You Have to Know Your Rights To Protect Them

TDU believes that a strong union requires an active, informed membership. Stewards, business agents and rank and file members all need to know their rights on the job and in the union.

That's why TDU works to keep members informed. The TDU national office helps chapters to sponsor educational workshops. Recent workshops have covered using the grievance procedure and understanding your legal rights. If you would like a workshop in your area, call us at (313) 842-2600.

Rank & File Convention

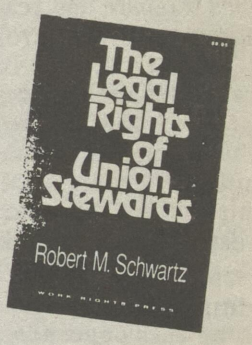
An important feature of TDU's annual convention is educational workshops, presented by labor educators, attorneys, TDU staff and members. Just a few of the 19 workshops offered at the 1991 convention were preparing for union office, cooperative management schemes, workplace strategies, and reforming your local bylaws. This year's convention will be in St. Louis, Oct. 23-25. Watch **Convoy Dispatch** *for more details or call us for more information.*

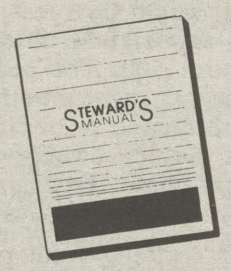
Want to Learn More About Your Rights?

ORDER EDUCATIONAL BOOKLETS FROM TDU

TEAMSTER RANK & FILE LEGAL RIGHTS HANDBOOK. This 312-page book, written by experienced labor attorney Ellis Boal, covers your rights in the union and at work, detailing the laws in easy to read language. $8 each, $6 each for 5 or more.

THE LEGAL RIGHTS OF UNION STEWARDS. Written by attorney Robert Schwartz in an easy to use question-and-answer format, this book details the rights of union stewards, officers and business agents. Topics include the right to information, duty of fair representation, Weingarten rights and protecting the grievance process. $9.95.





GETTING THE MOST FROM THE GRIEVANCE PROCEDURE. The best strategies to use in preparing, presenting and organizing around grievances. $1.

STEWARD'S MANUAL. A 30-page guide for stewards with emphasis on building unity on the shop floor and in the union. $4 each, $3 each for 5 or more.

UNDERSTANDING ARBITRATION. A four-page primer on the arbitration process and how to prepare your case. 50¢.

ITEM	PRICE	# OF COPIES	TOTAL
Teamster Rank & File Legal Rights Handbook	$8/$6 ea. for 5 or more	_____	_____
The Legal Rights of Union Stewards	$9.95	_____	_____
Getting the Most From the Grievance Procedure	$1	_____	_____
Steward's Manual	$4/$3 ea. for 5 or more	_____	_____
Understanding Arbitration	50¢	_____	_____
		TOTAL	_____

Name _____

Address _____

City _____ State _____ Zip _____

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Signature:

_____

Return to: TDU, Box 10128, Detroit, Mich. 48210

Safeway Teamsters Accept New Offer

Safeway Teamsters in Northern California have ratified, 333 to 55, an understanding between their local unions and Specialized Distribution Management Incorporated (a new type of double-breasting operation).

Safeway's original plan was to fire all 800 Teamsters at its Richmond and Fremont facilities on May 1, give management of its new Tracy distribution center to SDMI, then reduce labor costs to reap greater profits from its $15 billion yearly sales.

The understanding gives current Safeway employees full and unconditional transfer rights to the Tracy facility and maintains existing wage levels, which range from $14 to $16.56 per hour. In order to sever the relationship with Safeway, all employees will also receive a severance of one week's pay for every year in Safeway's employ whether or not they choose to accept the new jobs at SDMI. Automatic union recognition has been extended to the Teamsters union.

But many outstanding issues of the negotiations still remain. The level of pension contributions, length of the contract (SDMI wants five years), holidays, vacations, and many other issues are still to be resolved. SDMI, after initially refusing, has agreed to a union proposal to submit all unresolved issues to binding arbitration within 60 days, if negotiations fail to result in a mutual agreement.

This occurs against a backdrop of gradually escalated pressure applied by the locals against Safeway. In mid-February, the Teamsters began an effective consumer boycott of Safeway's Northern California stores, involving 1,000 Teamsters at up to 50 stores. On March 23 they extended the boycott to metropolitan areas in most Western states where the grocer operates.

The strength of the boycott and the approaching contract deadline (when strike action could have been taken) apparently convinced Safeway to abandon its union-busting scheme and settle with the union. This is somewhat less than a great victory for the union, however, as the many issues that may end up being arbitrated are all company takeaways. The union contract has much to lose and little to gain at the hands of an arbitrator.

Much of the energy and participation in the boycott activities were provided by employees of Lucky Stores, whose own contract expires on April 30. The militancy of Teamsters at Lucky is well known in Northern California, as attention begins to shift to the Lucky negotiations.

The Easter bunny joined rank and file Teamsters on April 19 at congressional hearings on Safeway at San Francisco city hall. His basket was full of Stop Safeway buttons.

7,800 UFCW Members Strike Kroger in Detroit

Some 7,800 clerks, baggers and meat cutters belonging to the United Food and Commercial Workers (UFCW) on April 13 walked off the job, picked up picket signs and virtually shut down 64 metro Detroit Kroger stores. They walked out after rejecting a final offer that included the elimination of 10 paid personal days, ended minimums on annual bonuses, and called for health-care concessions. Kroger's final offer would have replaced more and more full-time jobs with part-time jobs at substandard wages and benefits. Cashiers now earn from $4.50 to $10.37 with an average of $7.08 an hour. Only 28% of the work force make the top rate and most employees haven't had a raise in over 10 years.

Customers are, for the most part, shopping elsewhere. Stock sitting on Kroger's shelves has reached its expiration date, forcing Kroger to give it away to the needy. In order to generate sales and entice customers to the stores, the corporation has launched a huge sales campaign offering milk at 99 cents a gallon, ham at 99 cents a pound, buy one get two free on 2-liter bottles of Coke, and free eggs. Still customers stay away.

In desperation, Kroger has taken a series of full-page ads in the two Detroit newspapers trying to convince shoppers and employees to come back. Other ads announce that Kroger is "Now Hiring" temporary clerks and cashiers.

Foodland Distributors, which is owned by Kroger and Wetterau and is Kroger's main warehouse and supplier, has been forced to lay off 150 warehouse workers and 30 drivers, members of Teamster Local 337. Teamster drivers are refusing to cross the UFCW picket lines and Foodland has hired scabs to meet Teamster drivers in neutral areas near the stores to back the trailers to the delivery doors.

Talks between Kroger and the UFCW resumed on April 14, but Kroger ended the talks one hour after getting the union's counter offer. Kroger's final offer of $1.50 over four years is not the real holdup in negotiations. The UFCW is adamant on the need to protect full-time jobs and wants a guarantee of 50% full-time jobs by the end of the contract.

At an April 23 rally, about 400 labor and community activists met with UFCW workers to begin plans for activities in solidarity with the strike.

Teamsters at Foodland Distributors are currently in negotiations and are working under an extension. Their contract expired April 5.

Teamsters Support UFCW Strikers at Kroger

David Robinson
Local 337, Foodland
Detroit

This letter is in regards to support for the striking Kroger employees of southeast Michigan. I am a member of Teamsters Local 337 and am employed by Foodland Distributors, which is owned primarily by Kroger. The members of Local 337 are honoring the picket line of United Food and Commercial Workers Local 876 and Meatcutters Local 539.

These Kroger employees have not had a raise in approximately 11 years. They aren't asking for the moon and the stars, just a fair contract. Kroger insists on wasting appalling amounts of money on scab-employment hiring and training, scab advertising to replace union employees temporarily (yeah, right), scab security guards, and last but not least, scab drivers.

Foodland truck drivers drive their loads to a neutral area close to the Kroger store, then the scab drivers back the loads in the Kroger dock, unload, then deliver the truck back to the union driver in a neutral area free of pickets. At no time does a Foodland driver cross the picket line. The Foodland warehouse Teamsters are also supporting the strike.

I feel this is an excellent example of unity among our unions in southeast Michigan. Remember, we have strength within our local unions, but we are all brothers and sisters internationally. Solidarity worldwide can only increase our union strength.

Purity Contract Falls Short Of Goal to Save All Union Jobs

Joe Day
Local 445, Carver, Mass.

The New Teamsters of New England are wondering just when the leadership of Local 829 is going to learn what it's all about. Purity Teamsters in Local 829 voted on March 29 to ratify an agreement that would save 150 to 175 jobs out of an original union workforce of about 500. The deal comes after Teamsters spent months conducting an intensive publicity campaign against the new owners of the Purity grocery chain, Freeman, Spogli & Co., a Los Angeles investment firm. It had announced in December that it would shut down the Teamster-represented distribution warehouse and contract with a non-union company to distribute its goods (see *Convoy Dispatch* #113).

The rank and file were so successful with their corporate campaign at Purity that Freeman-Spogli decided to return to the bargaining table. Throughout the 13-week campaign, the message to the union leadership was clear: "Negotiate for all the jobs or let's make Freeman-Spogli's investment worthless so it will never happen again." The workers and their families put everything into informing the public about the greedy new owners. They handbilled the stores, phonebanked the shopping community, invited Ron Carey to lead a march and rally, contacted community and church groups, and asked for help from other unionists and Teamsters.

The plan was proceeding well when the Local 829 leadership forgot what it was doing. Business agent Arthur Lazazzero negotiated a deal to save 150 of the jobs by June, 25 more jobs by the end of the summer, an additional week's severance pay for each year of service, and an arrangement for individuals who resign to collect unemployment while receiving up to six months of health insurance.

Eastern Conference VP Tom Gilmartin, representing the IBT, recommended a "No" vote on the package. Local 829 recommended approval. When the secret ballot vote was taken, even though there were more than 400 people in the hall, it was silent as the results were announced: 177 heroes voted "no," and 221 voted "yes."

The company is now trying to force most workers off the seniority list with a bogus severance statement. Workers who resigned are finding out that they can't collect unemployment insurance in Massachusetts until their severance expires. Many members are looking for ways to make sure something like this never happens again in Local 829 by exploring their constitutional rights as Teamsters.

Contract Watchdog

Vince Gay
Local 89, UPS
Clarksville, Ind.

I'm writing regarding UPS's "Delivering Our Future." This is really one of their first plans to start trying to talk us out of a decent contract in '93.

As union workers trying to make a living, we also need to be thinking and planning for the contract. Think about what we want and need. And just as important, think about paying off bills now, holding off on major purchases, and getting some money set aside. Then, if we don't get a good contract, we can strike if we have to, now that we have a union that will back us up.

Part- or Full-Time, the Game's the Same

Production at UPS: the Catch-22

"You have demonstrated an improved level of performance with management on the car and we expect you to perform at least this well while unsupervised."

Sound familiar? It's quoted directly from a "Letter of Record" given to a package car driver on his "job performance."

"Wait a minute," you say. "How can UPS build a case on me citing a 'level of performance'?"

It's the maddening Catch-22 at UPS. Our union doesn't recognize production standards, yet they exist. You can't be fired for production as long as you give "a fair day's work for a fair day's pay," but we still get production rides, harassment, letters. And if management wants us bad enough, they can try to build a record for failure to follow instructions by running us through the "methods" maze.

The fact is, Article 37 has given us something to file on, but it has not been very effective. It's a slap on the hands. It has no bite. What can the union do with it but say to UPS, "Cease and desist."

As one member recently wrote to TDU, "Something has to be done about the expectation of UPS to push harder and harder all the time as profits soar. They control the pencil and they can't be trusted with it because the figures seem to change all the time at their discretion."

Package car drivers aren't the only ones to suffer. A sorter recently told *Convoy Dispatch* that management at her hub had sped up the belt to the degree that packages were falling off the belt at the end of the line. At a KORE meeting management asked, "What can we do to achieve our goal to lower damage claims?" When employees responded that all they had to do was slow down the belt and put on another sorter, management was flabbergasted.

UPS's productivity push flies in the face of all the rhetoric we've been hearing about how we can "Deliver Our Future" by being team players. But does management truly treat us with the respect we deserve for making them the No. 1 package delivery corporation in the world?

With new contract negotiations coming up next year, and with a new leadership at the IBT that cares about the rank and file, it's time to think about "Protecting Our Future."

Package car drivers in Kentucky Local 89 recently responded to "Letters of Record" given to them by their center manager. They make sense, and they put the teamwork jargon back in management's court.

Kentucky Drivers Respond to Letters

The letter of harassment from UPS management on March 12 (Letter of Record) is a continuation of the fear tactics and intimidation that UPS periodically uses on its employees.

Let us assure you that our future performance will always have the best interest of the customer and UPS in mind. ... Averages, statistics, and figures can be manipulated to say anything or prove any personal viewpoints. ... Your figures are no exception. The variables in our day change daily and weekly—weather, preloaded dispatches, traffic, and customer contacts are but a few of them. ...

A couple of weeks ago, the presentation of the Corporate Mission programs was given. We learned that UPS was mindful of our well-being as well as providing a cooperative working environment. In all fairness, we must say that it is very hard to maintain a good positive attitude toward the customer and the shareowners at this time.

It seems to us that UPS is behaving very "two-faced." Case in point: the customer—take more time with him, get him his parcels, service his needs—yet with no additional time allowances. If our current time allowances were fair, why do we consistently not run scratch with management riding with us? Are you advocating that we give up our lunch and coffee breaks as a solution? We would suggest better time allowances as a better remedy.

We will try not to have hostile feelings toward management, as we know that this will be counter-productive. Count us as corporate productive persons who desire good relations at the workplace. ...

Let us reiterate that we do not agree with your harassment letters.

Something Rotten in Roanoke?

Virginia Teamsters who suffered drastic health benefit cuts in 1991 have been organizing to fight back against trustees of the Joint Council 83 Health & Welfare Plan. At a recent TDU meeting in Richmond, members pledged to continue with the lawsuit against the fund's trustees even "if we have to go out and wash cars" to pay for it. They have organized a litigation fund called Teamsters Against Corrupt Teamsters (TACT) to cover costs.

Now these Teamsters are wondering if there's something rotten in Roanoke. A week before TACT attorneys were scheduled to take statements from a union trustee of the fund and the former plan administrator, an unsubstantiated complaint was filed against a UPS feeder driver in Roanoke. The complaint was filed using the tractor number, and that tractor is usually assigned to a staunch supporter of TACT's lawsuit. The woman filing the complaint had the same last name as Jim Guynn, one of the union-trustee defendants in the suit. Fortunately, the TACT supporter, Bob Fields, was off duty and his run was being covered by another driver. UPS did not pursue any discipline against the cover driver.

It seems some people would do anything to keep the members from supporting the JC 83 lawsuit. Some local union officials in Virginia have been spreading rumors that the fund participants will be "suing themselves" by contributing to TACT. This is not true. The TACT attorneys have reviewed fund documents and determined that litigation costs will not be taken from money designated for health and welfare funds.

JC 83 H&W

Despite such intimidation tactics, members are fighting on. Their attorneys are reviewing some 11,000 pages of documents released through their discovery request. Although the complaint can be amended, the lawsuit currently argues that trustees misused benefit funds, that they did not make decisions in the best interest of the fund, and that they did not implement cost-saving measures that could have saved money for benefits. Plaintiffs in the suit seek reimbursement of all misused funds, damages in the amount of harm caused to the fund and removal of the trustees. The case currently is scheduled for trial on June 30 in Richmond.

Donations may be sent to TACT, P.O. Box 1354, Chesterfield, Va. 23832.

UPS & Downs

Arbitration for Part-Timer Wage Rates.

The recent arbitration victory on the 50-cent raises and the wage progression (see *Convoy Dispatch* #113) did not affect part-timers. In a recent letter to UPS locals, Mario Perrucci, the union's parcel and small package division director, explained, "I am aware of pending grievances concerning the appropriate wage rate for part-time employees under Article 22. One such grievance, deadlocked at the February 1992 National Grievance Hearing, has been submitted for arbitration. You will be notified of the results."

Exhaust Fumes in Your Cab?

Do you have problems staying awake? Do your eyes burn? When you get up, do you feel like you haven't slept and have a hangover? Do you get dizzy and have no ambition? Those were not the mid-winter blahs or the spring doldrums, my friend. You have exhaust fumes in your cab. We want to get fumes out of the cab and the only way to do that is to put stacks on the tractors.

If you want to help, please send the following information:
Company:
Make and model of truck:
Do you get fumes while driving or parked?
Your name and address:

We encourage you to make a copy of this form and pass it out, or get signatures (with printed names, addresses) on a sheet of paper and staple the form to it. Send them to Steve Sylver, RD#2, Box 39, Jericho, Vt. 05465.

—Steve Sylver, feeder driver, Vermont Local 597

UPS Director Chair's Bush Committee.

Robert Teeter, a member of UPS's board of directors, is the chairman of President Bush's re-election campaign. Teeter, who was added to the UPS board in 1990, represents corporate clients such as BMW, Ford and Nikon, through his Michigan marketing firm, the Coldwater Corp. In early April, Teeter selected Martin Puris to run the ad campaign for the general election this fall. Puris' Madison Avenue advertising firm, Ammirati & Puris, has the UPS ad account.

LOCAL UNION, TDU CHAPTER NEWS

New England

Rank and File Attend JC 10 Meeting

Tom Sheibley
Local 653, Roadway
Bridgewater, Mass.

About 30 rank and file Teamsters attended the quarterly meeting of Joint Council 10 on April 14 at Boston's Park Plaza Hotel. Members of the Eastern Mass./Rhode Island chapter of TDU and other Teamsters from locals 25 and 251 stood in the sweltering ballroom to observe the meeting, which was chaired by former IBT President William McCarthy.

Official delegates from Teamster locals in Massachusetts, Rhode Island, New Hampshire, Maine and Vermont engaged in spirited debate as to whether the rank and file's presence would be allowed. Massachusetts AFL-CIO President Joseph Faherty, an invited guest and speaker, observed Teamster democracy in action, as a majority of delegates rejected the chair's attempt to have the rank and file leave the room.

The decision for rank and file members to attend the meeting came at a recent TDU workshop on the structure and politics of joint councils. In the course of research for the workshop, a provision had been discovered in the joint council's bylaws allowing members of all affiliated locals to be present. Those bylaws, dating back to 1941, had only recently been found at IBT headquarters in Washington.

The bylaws are currently scheduled to be updated and revised by joint council delegates at two special meetings later this spring. A first draft of revisions sent recently to delegates fails to recognize members' right to attend joint council meetings. But given the ongoing democratic reform in the IBT, New England Teamsters have every right to expect that their joint council delegates will include a provision recognizing their right to attend the meetings of their joint council.

Cincinnati Local 100

President, Organizers Arrested in Line of Duty

His name isn't as familiar or as colorful as "Fat Tony" Salerno, "Matty the Horse"Ianniello or Carmine "The Snake" Persico. He wasn't arrested for having ties to the mob or taking bribes from companies for labor peace. Nor was he arrested for looting the local union treasury. Nope. Bill Wright, president of Cincinnati Local 100, was arrested for the heinous crime of criminal trespassing while going to a job site to represent his members!

Wright, along with business agent Tom Loper, were investigating a complaint by members that their employer, Plainville Concrete Services, was forcing them to run overweight. Local 100 is also involved in an organizing drive with Plainville's non-union subsidiaries, Buckeye Concrete and Bluegrass Concrete. Company officials used to getting their way with the former leadership of the local discovered that Wright puts the members first. When told to leave or face arrest, they did what any good trade unionist would do. They got arrested! Also arrested but at another location of the same employer were organizers Junior Mann and Charlie Byrnes.

While being booked at the jailhouse where the correction officers had recently been organized by Local 100, Wright told one of the officers that he was concerned that he would be late for negotiations taking place for the correction officers in the same building. The officer, surprised that he was booking the president of his own local union, replied, "I sure hope you're going to fight for us in negotiations like you're fighting for the members at Plainville."

Join TDU today, see back page

L.A. Local 986

Good News, Bad News Department

Stuart Estrine
Local 986, Price Club
Los Angeles

First the good news. On April 2, Local 986 (Mike Riley's local) held its regular monthly meeting. All rank and file members in attendance were also TDU members.

Now the bad news. There were two of us! Two rank and file Teamsters out of over 17,000 members of Local 986! The "meeting" was canceled for lack of a quorum.

More bad news. When questioned about Local 986 involvement in the Ryder corporate campaign, two officers seemed indifferent. "We are waiting for direction from the International," was the answer given by one. Never mind that Ron Carey had already come to Southern California to personally kick off the campaign.

It seems Riley and the executive board would rather get their pictures in the paper when Carey comes to town than commit the resources and manpower of a large and powerful local to an effort to save the jobs of thousands of union brothers and sisters in the carhaul division.

Perhaps Brother Riley was too busy building rank and file attendance and involvement in union meetings to bother himself with this struggle.

TDU Grows in Reading, Pa.

'Old Dogs Can Learn New Tricks'

Don Riccio
Local 429, New Penn Trucking
Reading, Pa.

"TDU is here to stay," roared Dave Kapitula at the March 28 meeting of the Reading, Pa., TDU chapter. With approximately 110 Local 429 Teamsters in attendance, including principal officer James Burns, his entire executive board and a few supporters, members of Local 429 got a rare chance to put their local leadership on the spot.

At general membership meetings probing questions are frequently ruled out of order. Not so at the TDU meeting, which featured Kapitula, chairman of the Wilkes-Barre TDU chapter, and Mike Goldberg, professor of law at Widener University. Goldberg conducted a workshop on "Rights on the Shop Floor."

TDU meetings in Reading are regularly "graced" with the presence of Burns and a clique of his supporters. As at the previous TDU meeting, he was again asked when there would be a stewards election at Quaker Maid. In fact, he was asked four times. He ducked it the first three times and finally conceded that he would hold a barn meeting on the question. Typically, the promised barn meeting has yet to occur.

One of Burns' flunkies condemned TDU as "a money-making scheme" and went on to give a hilarious defense of mob influence in the Teamsters.

What is the Burns clique afraid of? Union members learning about their rights on the shop floor? As one member said, "These meetings are starting to bring the membership closer together." Perhaps that's what they fear.

Several Teamsters in attendance joined TDU on the spot and TDU continues to grow in Reading. Next on the agenda, Reading TDU will be sponsoring an educational seminar on workers compensation in mid-May. Local 429 has suddenly decided to hold a stewards workshop during which workers comp will also be discussed. This proves that when they start running scared even old dogs can learn new tricks.

New Hampshire TDU Chapter Formed

New Hampshire Teamsters in Local 633 have formed a TDU chapter for their area, and have held two organizational meetings to get started. The organizational effort came after the International election. New Hampshire went for the Ron Carey Slate, although the head of the local union campaigned for R.V. Durham and has been an International Rep for the past few years.

The new chapter is distributing 500 copies of *Convoy Dispatch* each issue to fellow Teamsters. They can be reached at N.H. Chapter of TDU, Box 1543, Merrimack, N.H. 03054.

TDU Meets

Arizona
Saturday, May 23
3 p.m.
9043 N. 36 Dr., Phoenix

Eastern Mass./R.I.
Saturday, May 16
10 a.m.
VFW Post 151
2 Ellery St., Dorchester
Directly behind Andrew T station

Eden, N.C.
Three meetings for Miller workers
Monday, May 4
7:30 a.m.-1 p.m.-3:30 p.m.
Eden Mall
Community Center Meeting Room
East Meadow Rd.

Janesville, Wis.
Sunday, May 3
12:30 p.m.
Theodore's
Janesville Motor Lodge
3900 Milton Ave.

Madison, Wis.
Sunday, May 3
4 p.m.
Essen Haus
514 E. Wilson St.

Memphis
Sunday, May 3
4 p.m. (after union meeting)
Days Inn
1533 E. Brooks Rd.

Nashville
Saturday, May 2
6 p.m.
Holiday Inn
Briley Parkway & Elmhill Pike

Oklahoma City
Saturday, May 2
4 p.m.
Skyline Restaurant
1631 S.E. 15th St.

Philadelphia
Saturday, May 16
1 p.m.
Washington Lodge
King of Prussia, Pa.

Reading, Pa.
Workers Comp Seminar
Sunday, May 17
Noon
Shoemakersville Fire Company
Shoemakersville, Pa.

St. Louis
Sunday, May 16
9:45 a.m.
St. Charles Red Cross Office
516 S. Fifth St., St. Charles, Mo.

Seattle
Saturday, May 9
9 a.m.
El Centro de la Raza
2524 16th Ave. So.

LETTERS FROM OUR MEMBERS

Carey Can't Clean Up Union Alone

I feel since the election of the Ron Carey Slate a lot of members feel the battle to clean up the Teamsters has been won. TDU should stress that Ron Carey cannot complete this task of cleaning up the union without the help and support of TDU and its membership. We have just won part of the battle, the last half is yet to come.

William Milton
Local 612, UPS
Birmingham, Ala.

Make Public Who Is in Each Local

I feel we should go one step further as far as making public information of all organized shops in each local to members. I would mandate that every local list all organized shops and the number of members in each and have it posted in plain view on a wall in the general meeting room. This would raise the level of awareness of every member as to who their local represents, as well as be an incentive to add to that list every year. How can we have a "brotherhood" if we don't know who our brothers and sisters are?

Ray Curc
Local 261, Peter J. Schmidt
Hubbard, Ohio

'Proud to Be a Teamster Again'

I am happy and proud to be a Teamster again since Ron Carey's election to president. We (TDU) were definitely a big factor in this. Ron needs our help to gradually take our union back, especially at the local level. Let's all do our part by attending monthly meetings, and voting for local officials who will support Ron and the rank and file.

Al Lopez
Local 70, UPS
El Sobrante, Calif.

Only Unity Can Fight Employers

The most effective tool at the employers' disposal for fighting organized labor is organized labor itself. Our own greed, fear and distrust of our fellow workers and Teamsters aids the employers' unrelenting quest for more profits from our concessions.

Only in unity can we prevail, only in caring for our brother and sister can we fight for justice and truly "Fight for Our Future."

William P. DuFrain
Local 692, CCI
Oxnard, Calif.

Thanks to TDU

As a Teamster for 31 years and a member of TDU for two years, I would like to take this opportunity to say thanks for the fine job you do.

In 1990 I ran for vice president of Local 792 with Bill Urman and his slate of candidates. If it wasn't for TDU I don't think I would have gotten the chance to run. I also firmly believe that Ron Carey and his slate would not have been elected if it wasn't for TDU. Keep up the good work!

George Thompson
Local 792 vice president
Minneapolis

All Unions Must Work Together

Recently we have seen corporate America attempt to eliminate the blue-collar middle class in our country. One of their major targets in this attempt is trade unions. So it is essential that we extend a helping hand to all other trade unions.

We have seen the toll that trade unions have taken in the past 20 years. The Teamsters have lost a staggering 750,000 members. The United Auto Workers has suffered from the exporting of jobs, and the Steel Workers because American auto makers are buying cheaper foreign steel.

The Big Three automakers not only buy their steel out of this country, but also produce and assemble most of their vehicles out of the United States. Although the Big Three automakers claimed that part of the reason their vehicles were rising in price so quickly was due to union labor, we have not seen a reduction in price of so-called American-built autos by one thin dime.

We as good Americans should buy American, but to my surprise it's impossible to buy a completely American vehicle. Even the most pure U.S. models have at least a few foreign parts.

It looks as if corporate America has done a very good job on their lobbying efforts. Now all trade unionists must unite and use our power to work toward a common goal, to create a level playing field once again.

DeForest Haskell
Local 886, CF
Oklahoma City, Okla.

TDU Rank & File Convention
October 23-25 • St. Louis

Supplemental Medical Insurance

We need to get pensions raised from $775 to at least $1,000 a month. At present, with medical expenses as high as they are, we need a supplemental insurance for all retirees so we wouldn't have to pay full amount for prescriptions, dental care and eye care. My supplement is costing me $548 every six months. I don't have prescription drugs, eye care or dental coverage. This would really help all retirees.

Arthur J. Biggs
Local 728, retired
Cleveland, Ga.

Eliminate Fee for Health Insurance

I am upset about the fact that I have to pay $50 per month for health insurance. We were promised free health insurance when we retired and now we have to pay $600 a year for it.

I would also like to know why the Teamster union doesn't just reduce our benefits by $50 per month for the unfair health insurance payment, so we don't have to pay income taxes on the $600 per year that goes to insurance payments.

Paul D. Cory
Local 270, retired
River Ridge, La.

Retirees Need Increases

Teamster pensions should grow for retired people at the same rate they increase for the people who just retired. For example, I get $625 a month, and my next-door neighbor gets only $150. We should be getting the same amount as those who just retired. We were both over-the-road drivers for more than 30 years.

Delmar Prange
Local 26, retired
Litchfield, Ill.

'The Bottom of the Totem Pole'

Please keep up the good work, including better pensions, especially for the Central Pa. Teamsters who are at the bottom of the totem pole.

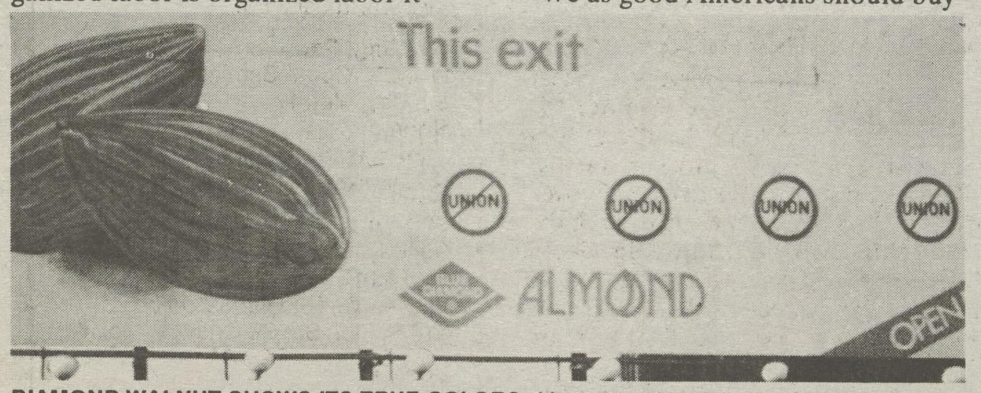
Keep plugging team concept committees. I enjoyed the Harrisburg, Pa., TDU meeting with Diana Kilmury and TDU organizers in attendance. Thank you.

Ron Wilson
Local 430, CF
York, Pa.

We Need a Pension We Can Live On

Please try to improve pensions. When you are in freight for 25 years, you deserve to get a decent pension and not have to work till you are 57 and get a pension no person can live on.

Garry Heintzelman
Local 773, Roadway
Allentown, Pa.



DIAMOND WALNUT SHOWS ITS TRUE COLORS. After provoking what is now a seven-month strike, Diamond Walnut displays this anti-union sign at its Blue Diamond facility in Riverbank, Calif., adjacent to a well-traveled freeway. The International has launched a boycott of all Diamond Walnut products. Please honor this boycott. Donations of money, food, clothing, etc., can be sent to IBT Local 601, 745 East Miner Ave., Stockton, Calif. 95202.

Teamsters Working to Build Our Union

TDU CHAPTERS RESPOND TO IBT'S RYDER CAMPAIGN

When our International union initiated the Ryder corporate campaign to back up carhaul negotiations, TDU responded. The TDU International Steering Committee voted at their March 28 meeting to make the campaign a priority. A letter was sent to all chapters from the TDU national office, encouraging them to participate. Chapters called their locals to find out what they could do to help, and in areas where locals were not organizing the campaign, chapters contacted the IBT carhaul division. Below are just a few reports.

"In New England, the Rhode Island and Eastern Massachusetts chapter of TDU answered the call for the Adopt-a-Dealer program launched by the carhaul division. International VP Tom Gilmartin asked locals to leaflet the Ryder dealerships in their areas. Only Local 25 responded, even though the local has no carhaulers, by covering four sites.

"The call then went out to TDUers around the region, who responded by covering 17 sites."

"Congratulations carhaulers! We knew you would prevail!"

—Joe Day, Local 445, Carver, Mass.

"TDUers leafletted Ryder outlets in Brooklyn, N.Y. (photo above). We rented a Ryder van, put union posters all over it, and parked it outside the rental agencies where customers could see it. We told the Ryder managers to 'Do the right thing' and call up Ryder headquarters and let them know we're there. At one place, the owner pulled up in a white mercedes. He said, 'Listen you're gonna hurt my business.' We said if you want us to leave you alone, 'Do the right thing!' "

—Mike Caffrey, Local 868, New York City

"We spread out and hit locations all over the Phoenix metropolitan area. We had the cops called on us twice, but nothing came of it because we weren't doing anything illegal. About 25 or 30 people helped out over the course of the effort. Freight haulers, spouses and kids came out and participated too. I think the leafletting campaign did a good job. I know that my terminal manager is totally pissed off about it. We got Ryder's attention!"

—John Reynolds, steward, Local 104, Phoenix

"Here in Mississippi, the Teamster retirees club took responsibility for leafletting both Ryder locations in Meridian. We talked to the rental agency managers and told them we didn't have anything against them, but we were leafletting Ryder in order to get a fair contract for the carhaulers. Don't forget the retirees. We're still working for the good of all Teamsters."

—Bill Sessums, president, Mississippi Teamsters Retiree Club

Photo above left: TDU members joined with fellow Teamsters and supporters from the CWA and other unions in Miami rally against Ryder.

Join With Teamsters Working for a Stronger Union

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production
❑ Other _____

Optional: Spouse's name _____

❑ $30 membership fee for one year's membership & subscription to *Convoy Dispatch.*

❑ $75 three-year membership fee. ($10 shall be rebated to the local chapter.)

❑ $15 for spouses, retirees and Teamsters who gross less than $12,000 a year.

❑ Check or money order
❑ Mastercard/Visa # _____ Exp. date ____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
TDU membership is kept confidential from employers and union officials.
TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.